

Community Development Workers Progress Summary

BRIEF SUMMARY REPORT JULY 2010

1. INTRODUCTION

- 1.1 This report summarises the activities and progress of the Community Development Workers that are managed within the Practice Development Team. It covers the period from October 2008 to date.

2. BACKGROUND

- 2.1 The Practice Development Team was asked to take over the management of the Community Development Worker resource at the request of the Delivering Race Equality Steering Group in the late summer of 2008. Prior to this CDW's were managed and supported by the Public Health Team.
- 2.2 At this point there were no CDW's in post and the posts needed to be recruited into. We appointed two CDW's in October 2008 and a Senior CDW in January 2009.
- 2.3 This coincided with the Delivering Race Equality agenda expanding to include hard-to-provide-for groups.
- 2.4 In collaboration with the DRE strategy group we agreed that the initial work streams would be around
- Developing mental wellbeing within the Criminal Justice System
 - The development of cultural capability within primary and specialist mental health services.
 - Improving access and services for hard-to-provide-for groups.

Community Development Workers Progress Summary

Developing Mental Wellbeing Within the Criminal Justice System			
CDW Role	CDW Approach	Outcome/Evidence	Time Length
Change Agent – identifying gaps, developing innovative practice;	Map the Dorset Criminal Justice System	✓ Setting Up DRE CJS Stakeholders Group	Oct '08 – Mar. 2009
	DRE CJS Stakeholders Group Meeting	✓ Setup CDW priorities for the system	March 2009
	DRE CJS Stakeholders recommended: <ul style="list-style-type: none"> • Practical information needed to signpost people to each other; a resource mapping details of CJ agencies, courts etc and detailing roles, responsibilities, boundaries and profiles of teams. • A resource required detailing community ethnicity contacts, faith contacts etc. • Training – link in with both staff and reps on prison wings; highlight gaps in awareness and knowledge and develop training accordingly. • Find out more about information available to custody suites in terms of race, culture etc. 	<ul style="list-style-type: none"> ✓ Local CJS Directorate Pack ✓ Engage with stakeholders and get to know their needs and issues ✓ Engage with existing local and regional networks ✓ Learning and engaging with new policies and recommendations ✓ Regional CDWs Network meetings ✓ National conferences, regional and local meetings and Initiatives <ul style="list-style-type: none"> - 3rd Standing Conference - Offenders Health Research Network Annual Conference (Research and Service Opportunities of the Bradley Review) - South-West Offenders Health Research Network 2009/2010 Seminars. - Valuing Positive Practice Learning Disability Conference. ✓ Shadowing Programme 	March 2009 – December 2009
	DRE CJS Stakeholders Group Meeting	✓ Review and recommend CDW new priorities	3 Dec. 2009
Service Developer – promoting joint working, education, and training;	DRE CJS Stakeholders recommended: <ul style="list-style-type: none"> • CDW to engage with 3rd Sector organisations delivering within the CJS and stop re-offending areas. 	<ul style="list-style-type: none"> ✓ Organised and delivered a Workshop focused on <i>Communication and Relationship</i>, and <i>Training and Education Needs</i> for the CJS sector ✓ Presentation to Governors and Prison Managers on mental health and racial equality 	6 May 2010
	<ul style="list-style-type: none"> • Develop and improve inter agency 	✓ Mapping all Stakeholder Group Meetings (Statutory	

Community Development Workers Progress Summary

	communication	and Multi-agency) CJS Arena	
	<ul style="list-style-type: none"> Map MH Awareness and Cultural Capability Training available 	<ul style="list-style-type: none"> ✓ Practice Development Team and CDW delivered mental health and cultural capabilities training session designed as result of the training review 	April 2010
	<ul style="list-style-type: none"> Advise and propose future developments 	Meeting arranged with NHS trainers to amalgamate and consolidate training provided	22 nd July 2010
		Shadowing Programme towards strengthening work relationships, better understanding of the DRE stakeholders, their services and programmes and schemes delivered by CJS agencies	3 June 2010
Capacity Builder in BME communities	Mental Health Promotion	<ul style="list-style-type: none"> ✓ Cultural raising and awareness sessions for Gypsy, Romany and Travellers at HMP YOI Portland. Joint project with the establishment Race Equality Officer 	Dec 2009 Jan 2010
Access Facilitator to services; community resources; overcoming language and cultural	Facilitating Access to services by engaging with local community initiatives	We are engaged with local initiatives as a result we are attending the Bournemouth and Dorset Threshold Dialog project to give a voice and listen to prisoners and ex-prisoners. Being involved in these sessions is giving us the opportunity to understand the issues and promote the Health and Mental Health Care Services within the prison system.	Ongoing
Local, Regional and National networking	Engaging with Local Regional and National Programmes and Initiatives	<ul style="list-style-type: none"> ✓ Setting up South-West CDWs Network Sub-Group for BME Offenders MH (Currently Chaired by CDW V. Roças). ✓ In response to a national initiative named Breaking through Barriers, jointly with the Swindon CDWs team we organised and delivered conference focused on BME Mental Health. Our team raised awareness to the mental health issues of BME people within the CJS pathway. 	April 2010

Community Development Workers Progress Summary

		<ul style="list-style-type: none"> - We also are jointly working the Offenders Health SW (NHS South-West) where to represent the SW CDWs Sub-Group Network for Offenders Health and being part of their regional group meeting for offender's health. - Member of the SW Offender Health Group/DRE - As well as members of 3rd Sector Involvement Group hosted by Offenders Health SW (NHS South-West). - Members of Dorset Custody Diversion Steering Group chaired by A. Miah. - We are members of Dorset Learning Disability and Criminal Justice Steering Group. 	Ongoing
Developments and identified future work	Mapping and disseminating	Currently mapping the various CJS groups purpose and function to help clarify and communicate the how what and who and the relationships to supporting mental health in the CJS population	Ongoing
	Engagement and analysis	Currently exploring and engaging with professionals and services that support women in contact with the Criminal Justice System. Including engaging with women's prisons (HMP Eastwood Park)	2010-11
	Education and health promotion	Multiagency group developing a life style coaching for prisoners CDW enrolled on lifestyle coaching course.	Oct. - Dec. 2010
Natural Partners for Criminal Justice Project (Project Stakeholders)	Statutory Bodies	Dorset Police (Dorset Police Custodies), Dorset Youth Offending Teams, Dorset Cluster of HMPs, Dorset Probation Trust, DCHS Prison Mental Health Team, DCHS Prison Health Care, DCHS CMHTs, West Dorset CC,	Ongoing
	Community Voluntary Sector Bodies	Nacro SW, Rethink Dorset, Age Concern OOP SW, Footprints Project, Dorset Advisory Group, Restore 50+, Clinks, Dorset REC, DCA	Ongoing

Community Development Workers Progress Summary

The Development of Cultural Capability within Primary and Specialist Mental Health services and Improving Access and Services for Hard to Provide For groups			
CDW Role	CDW Approach	Outcome/Evidence	Time Length
Change Agent – identifying gaps, developing innovative practice;	CDW to introduce the role and the DRE programme to DCHS MH staff	<ul style="list-style-type: none"> ✓ Multicultural event/workshop ✓ Multicultural Resource Pack for MH settings 	Oct 2008 – March 2009
	Develop Team Equality and Diversity Leads	<ul style="list-style-type: none"> ✓ All Specialist Mental Health teams in West Dorset have an identified team lead for E and D 	March 2009
Service Developer - promoting joint working, education, and training;	Facilitate 6 monthly Team Leads network meeting	<ul style="list-style-type: none"> ✓ Meeting 6 monthly subject covered Gypsies International migrant workers advocacy in older people ✓ Developed and delivered cultural capabilities training for mental health staff. 	Ongoing April 2010
	Advocacy in older persons	<ul style="list-style-type: none"> ✓ Conference hosted and delivered on advocacy for older adults 	
	Audit of Professionals experiences of Interpreter services	<ul style="list-style-type: none"> ✓ Audit carried out to assess the experience of interpretation 	March 2010
	Training and Education	Developing training programme for people with Learning Disabilities and mental health problems	Sept 2010
Capacity Builder in BME communities; and hard to provide for groups	Engage Signposting Networking	<ul style="list-style-type: none"> ✓ Member of PAN Dorset LD and Mental Health Group ✓ Stakeholder for the Gypsy and Travellers group Dorset. ✓ Members of the Dorset PCT E & D action Group ✓ We are members of Migrant Workers Round the Table Group hosted by DCA ✓ Identify and compile a directory of multicultural and hard to provide groups contacts and supports 	March 2010
		Developing and leading on a PAN Dorset CDW network	July 2010
Access Facilitator to services; community	Linking people to services, promoting Mental Health Services, raising trust	<ul style="list-style-type: none"> ✓ Formal and informal contact with local Gypsy representatives 	Ongoing

Community Development Workers Progress Summary

resources; overcoming language and cultural	and confidence to services.	<ul style="list-style-type: none"> ✓ Provide support and expertise to practitioners through the E& D network ✓ Develop and host a multicultural conference (Kimbo) 	Ongoing March 2009
		<p>Development of an information pack for Gypsies about health services Development of leaflets and information for people with Learning Disabilities</p>	Sept 2010
		<ul style="list-style-type: none"> ✓ Meeting with IAPT managers to develop a programme of audit to support the DRE and New Horizons agenda 	Ongoing